

**WASH(FM), WBIG-FM, WITH(FM), WMZQ-FM, WWDC(FM), WTEM(AM),
WTNT(AM) & WWRC(AM)
EEO PUBLIC FILE REPORT
06/01/05 – 05/31/06¹**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hires
Director of Sales	5, 9, 12-13, 15	15
Account Executive (20 positions)	12	12 (20 hires)
General Sales Manager	4, 12, 13, 15	15
Internet Content Manager	5, 9, 15	15
Promotion Director (4 positions)	5, 6, 9	5 (1 hire) 6 (3 hires)
Assistant Promotion Director (3 positions)	5, 9	5 (2 hires) 9 (1 hire)
Traffic Manager	4, 6, 15	15
Controller	5, 1	5
National Sales Promotion Coordinator	9, 6, 12	6
Sales Assistant (2 positions)	1, 4, 6, 9, 12	4 (1 hire) 9 (1 hire)
Executive Assistant to REVP	5, 9, 15	15
Sales Executive Assistant	5, 6, 12	5
Traffic Announcer	13	13
Board Operator	6, 9	6
Promotions/Ice Cream Truck Driver	9, 8	8
VP of Programming	5, 9, 13	9
Receptionist	9, 12, 15	15
Internet Salesperson	9, 12, 15	15
Morning Show Assistant Producer	9, 15	15
Prize Coordinator	9, 15	15

¹ This Report was revised in May 2007 to address minor reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	The Washington Post, Pat Jacobs @ 202-334-7076 1150 15 th Street, NW Washington, D.C. 20071	N	0
2	The Washington Afro-American Tribune, Patricia Trammell @ 202-332-0080 1612 14 th Street NW Washington, D.C. 20009	N	0
3	The Baltimore Afro-American – same as above	N	0
4	Clear Channel Careers Website www.clearcareers.com	N	10
5	Monster.com job posting	N	11
6	Employee Referral	N	19
7	Washington City Paper 2390 Champlain Street NW Washington, D.C. 20009	N	0
8	Craigslist – jobs@craigslist.org	N	3
9	Staff Posting	N	16
10	Women in Film & Video P.O. Box 22841 Baltimore, MD 21201 410-685-3456	N	0
11	Actor's Center website 601 South Clark Street Arlington, VA 22202	N	0
12	Clear Channel Recruitment Job Fair 1801 Rockville Pike Rockville, MD	N	146
13	Inside Radio Gene Mckay – 1-800-640-8852 ads@insideradio.com	N	3
14	AMFMJobs.com	N	0
15	Internal Transfer/Promotion	N	9
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			217 ²

² The SEU interviewed more candidates than are reflected in this column, but is unable to report more accurate numbers.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host job fair	On May 24, 2006, our station employment unit hosted the Clear Channel Recruitment Job Fair in Rockville, MD. Our stations ran on-air announcements promoting the event, presented information to attendees about station operations and station career opportunities, and conducted interviews on-site. Our Director of Sales was among the station personnel in attendance.
2	Co-host job fair	On August 11-12, 2005, our station employment unit hosted the Clear Channel Regional Job Fair in Rockville, MD in conjunction with the Clear Channel stations in Baltimore. The stations ran on-air announcements promoting the event, presented information to attendees about station operations and station career opportunities, and conducted interviews on-site. Our Director of Sales was among the station personnel in attendance.
2	Participate in job fair	On March 8, 2006, our station employment unit participated in the NAACP Executive Diversity Job Fair at the Hyatt Regency Crystal City in Arlington, VA. The stations promoted the event via on-air ads. Station participants included our Human Resources Manager.
3	Participate in job fair	On September 9, 2005, our station employment unit participated in the National Latina Symposium at the Marriott Metro Center in Washington, D.C. The stations promoted the event via on-air ads. Station participants included an Administrative Assistant.
4	Participate in job fair	On July 28-30, 2005, our station employment unit participated in the 35 th Employment Zone Career Fair sponsored by the National Urban League at the Washington, D.C. Convention Center. The stations promoted the event via on-air ads. Station participants included our Human Resources Manager.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Internship Program/WWDC	<p>During the Summer 2005 semester (6/05 – 8/05), WWDC hosted 16 interns, exposing students from numerous colleges and universities to the many aspects of the radio industry. Each student spent time in the different departments at the station, gaining experience in marketing and how a radio station operates and how each department interacts.</p> <p>The interns represented the following schools: American University (Washington, D.C), ECU School of Communication, Connecticut School of Broadcasting (Arlington, VA), Tulane University (New Orleans, LA), James Madison University (Harrisonburg, VA), the Columbia School of Broadcasting (Washington, D.C.), Virginia Wesleyan College, Frostburg State University (Frostburg, MD), University of MD (College Park, MD), Albright College (Reading, PA), University of Virginia (Charlottesville, VA), Longwood University (Farmville, VA), and West Virginia University (Morgantown, WV).</p>
6	Internship Program/WIHT	<p>WIHT hosted students from numerous colleges and universities, exposing each to the many aspects of the radio industry. Each student spent time in the different departments at the station, gaining experience in marketing and how a radio station operates and how each department interacts. During this reporting period, WIHT hosted a total of 15 interns as follows:</p> <p><u>Summer 2005 (6/05-8/05):</u> 11 interns</p> <p><u>Fall/Winter 2005 (9/05-1/06):</u> 4 interns.</p> <p>The interns represented the following schools: Bowling Green State University (Bowling Green, OH), University of MD (College Park, MD), West Virginia University (Morgantown, WV), Towson University (Towson, MD), Salisbury University (Salisbury, MD), Georgetown University (Washington, D.C.), Montgomery College (Rockville, MD), James Hubert Blake High School, (Silver Spring, MD), and Thomas Sprigg Wootton High School (Rockville, MD).</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	Internship Program/WTEM	<p>During the Summer 2005 semester (6/05 – 8/05), WTEM hosted five interns, allowing students to learn about radio as a 24-hours-a-day/7 days-a-week business through hands-on experience for college credit.</p> <p>The interns represented the following schools: University of Pittsburgh, (Pittsburgh, PA), Georgetown Preparatory School, (Rockville, MD), University of MD (College Park, MD), and American University (Washington, D.C.).</p>
8	Internship Program/WBIG	<p>During the Summer 2005 semester (6/05 – 8/05), WBIG hosted three interns, allowing the students hands-on experience in the Creative/Production Department. Responsibilities included writing, recording, producing, editing, archiving, etc. in the creation of commercials, promos, imaging, and more. The students have the opportunity to work directly with the Creative Services Director, other production talents, as well as on-air staff when performing voiceover and production responsibilities.</p> <p>The interns represented the following schools: Howard University (Washington, D.C.), Fairleigh Dickenson University (Madison, N.J.), and McLean School (Chevy Chase, MD).</p>
9	Internship Program/WASH	<p>During the Summer 2005 semester (6/05 – 8/05), WBIG hosted three interns, allowing the students hands-on experience in the Promotions Department. Immediate responsibilities included prize fulfillment duties such as calling prize winners, conducting prize pick-up hours, and interacting with listeners on a one-on-one basis. Interns also had the opportunity to work closely with the Promotions Director in creating innovative marketing and promotion strategies. Students were also taught preparation techniques for radio station events, as well as working on-site at various events. Students were given the opportunity to learn about other aspects of radio as well, including sales and programming.</p> <p>The interns represented the following schools: Radford University (Radford, VA), Montgomery College (Rockville, MD), and UMBC (Baltimore, MD).</p>

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I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive (53 positions)	1-11, 15-17, 22	1 (16 hires) 9 (1 hire) 15 (2 hires) 16 (17 hires) 17 (11 hires) 22 (6 hires)
Announcer (3 positions)	1, 14, 16	16 (3 hires)
Assistant Program Director	1, 14, 16	16
Accounts Receivable Manager	1, 13, 16	16
Program Director (2 positions)	1, 14	1 (1 hire) 14 (1 hire)
Director of National Sales	15, 20, 21	21
Promotions Director	1	1
National Sales Promotions Coordinator	1, 22	1
Assistant Controller	1, 13, 17-19	19
Receptionist	1-11, 16, 22	16
General Sales Manager	1-11, 15-16, 21	16
Promotions Coordinator	1-11, 16	16
Local Sales Manager (2 positions)	1-11, 15-16	15 (1 hire) 16 (1 hire)
Morning Show Co-Host	1-11, 13, 16	16
National Sales Coordinator Assistant	1, 13, 2, 16	1
Marketing Research Director	1, 16	16
Executive Assistant to Market Manager	1-11, 16	16
Morning Show Content Censor	1-12, 16	16
Sales Coordinator (2 positions)	1-12, 16, 17	17 (2 hires)
Assistant Promotions Director	1-11, 16, 23	23

¹ This Report includes recruitment activity from June 1, 2006 through May 21, 2007.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Clear Channel Careers Website – www.clearcareers.com	N	25
2	Staff Posting – email Washington, D.C. All Market / Baltimore List	N	12
3	National Assoc. of Hispanic Journalists 529 14 th Street NW 1000 Natl. Press Bldg. Washington, D.C. 20045-2001	Y	0
4	American Women in Radio & TV 8405 Greensboro Drive Suite 800 McLean, VA 22102	N	0
5	Wider Opportunities for Women 1001 Connecticut Ave. NW S-930 Washington, D.C. 20036	N	0
6	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, MD 21234	N	0
7	National Assoc. of Broadcasters 1771 N Street NW Washington, D.C. 20036	N	0
8	The Greater Washington Urban League Headquarters Bldg./Exec. Office 3501 14 th Street NW Washington, D.C. 20010	N	0
9	NAACP/Montgomery County P.O. Box 2165 Rockville, MD 20847	N	1
10	Montgomery College 20200 Observation Drive Germantown, MD 20876	N	0
11	Howard University Office for Equal Employment Opportunity CB Powell Building 525 Bryant Street NW Suite 109 Washington, D.C. 20059	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Columbia School of Broadcasting 3947 University Drive Fairfax, VA 22030 William Butler	N	0
13	Monster Jobs website www.monsterjobs.com	N	23
14	All Access website www.allaccess.com	N	6
15	Clear Channel University Recruiters (Corporate Training Centers) 3050 Post Oak Blvd. Houston, TX 77056 Macon Cauthen	N	21
16	Employee Referral	N	63
17	On-Air Announcement	N	33
18	Washington Post newspaper www.washingtonpost.com	N	5
19	Robert Half Recruiting Service PO Box 60000 San Francisco, CA 94160 Local office #301-656-7121 Accounting Professionals Recruitment Service	N	6
20	Radio Advertising Bureau, Inc. P.O. Box 972036 Dallas, TX 75397 972-753-6750	N	0
21	Inside Radio 365 Union Street Littleton, N.H. 03561 800-640-8852	N	11
22	Clear Channel Recruitment Job Fairs 1801 Rockville Pike Rockville, MD 20852	N	6 ²
23	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			213

² The SEU interviewed more candidates from this recruitment source, but is unable to report more accurate numbers.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co-host job fair	On November 30, 2006, our station employment unit hosted the Clear Channel Recruitment Job Fair in Rockville, MD in conjunction with the Clear Channel stations in Baltimore, MD. The stations presented information to attendees about station operations and station career opportunities, and conducted interviews on-site. Our Regional Vice President, Director of Sales and several station Sales Managers were among the station personnel in attendance.
2	Participate in job fair	On March 29, 2007, our station employment unit participated in the NAACP Executive Diversity Job Fair at the Hyatt Regency Crystal City in Arlington, VA. The stations promoted the event via on-air ads. Station participants included four station Sales Managers
3	Participate in job fair	In July 2006, our station employment unit participated in the 36 th Employment Zone Career Fair sponsored by the National Urban League at the Washington, D.C. Convention Center. Station participants included a Local Sales Manager.
4	Participate in job fair	On May 1, 2007, our station employment unit participated in The Washington Post Career Fair at the Hyatt Regency Crystal City in Arlington, VA. Station participants included a Local Sales Manager.
5	Co-host job fair	On January 25, 2007, our station employment unit hosted the Clear Channel Recruitment Job Fair in Rockville, MD in conjunction with the Clear Channel stations in Baltimore, MD. The stations presented information to attendees about station operations and station career opportunities, and conducted interviews on-site. Our Regional Vice President, Director of Sales and several station Sales Managers were among the station personnel in attendance.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Co-host job fair	On April 12, 2007, our station employment unit hosted the Clear Channel Recruitment Job Fair in Rockville, MD in conjunction with the Clear Channel stations in Baltimore, MD. The stations presented information to attendees about station operations and station career opportunities, and conducted interviews on-site. Our Regional Vice President, Director of Sales and several station Sales Managers were among the station personnel in attendance.
7	Internship Program/WIHT	<p>During the Summer 2006 semester (6/06 – 8/06), WBIG hosted four interns, exposing each to the many aspects of the radio industry as follows:</p> <p>1) Programming-archiving of programming and sponsorship elements as assigned, screen callers/listeners for announcers, assist with taking and totaling request information for programming research department and assist with organizing/maintaining filing system of songs, music library and other recorded elements;</p> <p>2) Research–assist with coordination (composing, generating and organizing) of weekly and daily music research (skills needed for Microsoft Excel and Word); and,</p> <p>3) Production/On-air – assisting night disc jockey with execute of daily radio program, create new concepts and execute on the air, and assist with creating air checks for clients.</p> <p>The interns represented the following schools: Montgomery College (Rockville, MD), Towson University (Towson, MD), American University (Washington, D.C.), and the Columbia School of Broadcasting (Fairfax, VA),</p>
8	Internship Program/WMZQ	<p>During the Summer 2006 semester (6/06 – 8/06), WMZQ hosted four interns, allowing the students hands-on experience in the Programming and Promotions Department. Working under the Prize Coordinator, the students contacted prize winners, created prize sheets, organized prizes and giveaways, helped execute promotional events, and maintained the station vehicles.</p> <p>The interns represented the following schools: University of MD (College Park, MD), Ohio University (Athens, Ohio), Boston University (Boston, MA), and Boston College, (Boston, MA).</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Internship Program/WWDC	<p>During the Summer 2006 semester (6/06 – 8/06), WWDC hosted 11 interns, allowing the students hands-on experience in the Programming and Promotions Department. Responsibilities included attending station promotions, setting-up for promotional events, planning station appearances, updating station events web page and our listener database, compiling prizes and guest lists for station events as well as maintaining station equipment and vehicles.</p> <p>The interns represented the following schools: James Madison University (Harrisonburg, VA), University of MD (College Park, MD), George Mason University (Fairfax, VA), Shepherd University (Los Angeles, CA), Rutgers University (New Brunswick, NJ), and Villanova University (Villanova, PA).</p>